

January 25, 2019

Dear IEA Board

Please know that I am not writing this letter to the IEA Board in anticipation of further action. However, I believe that the IEA Board needs to have all of the information about the leader who guides them. I also believe that the IEA Board needs to provide policy guidance to the next Executive Director for these situations with IEA leadership. I believe that the IEA President has the moral and ethical obligation to inform the IEA Board when harassment complaints, sexual and otherwise, have been leveled against them.

I understand now from my colleagues in other states that I should have written this letter to the IEA Board last year after the first incident with the IEA President, and after every subsequent incident. However, there is no IEA policy or guidance for situations with IEA leadership. In addition, I believed that my job as the IEA Executive Director was to be a partner with the IEA President and to protect her, her image and the image of the IEA. I did not understand I should have been informing the board of these issues in order to protect myself as well, and this misunderstanding has cost me my position as well as my reputation.

Shortly before Thanksgiving in the first year of her term, November 2017, there was a formal sexual harassment complaint lodged against your IEA President, Kari Overall, by an IEA staff person. I was informed of this complaint by NEA staff whom the IEA staff person had confided in and expressed their concerns to. Senior staff at the NEA were made aware of this complaint, communicated their concerns to me, and requested that there be a formal investigation of this employee's sexual harassment complaint.

Your IEA President was formally notified of the investigation along with the IEA staff person expressing the complaint. I conducted the investigation according to IEA Board policy with assistance from IEA General Counsel Paul Stark. The results were documented and communicated to both the IEA President and the IEA staff person. The complaints were valid and cause for great concern.

As a result of this investigation there was a written settlement agreement reached with the employee. This agreement specified that your IEA President would need to agree to modify her behaviors in several ways. She agreed to use caution and discretion in her use of language and communication behaviors and that she would observe boundaries with IEA employees. She also agreed to attend a sexual harassment training, which was held in December and was held for the entire IEA staff. That training was held December 2017.

Additionally, the sexual harassment settlement contained my agreement as the IEA representative to keep the identity of the IEA staff person confidential and to monitor the situation on a regular basis. This monitoring required a regular check in with the staff person to assert that the IEA President was following the rules of the agreement. Several times in these consultations, I learned that your IEA President had not followed her agreement for appropriate